

2 MAY 1977

MEMORANDUM FOR THE RECORD

SUBJECT: Notes from Discussion with Group of DDO Officers
[REDACTED] 28 April 1977

1. Agreed to try to get the President to reaffirm his support for intelligence and DDO in particular on 'Sixty Minutes' program.

a. (?) Inouye also.

[REDACTED]

3. Promotion Systems:

- a. Clearly there's inadequate information - the junior people don't feel anyone is paying any attention to the situation.
- b. No promotions to GS-16 in DDO this year?
- c. There is no utilization of the 3-5 year probationary status that people enter on. Shouldn't we set up some kind of a regular review towards the end of that period?
- d. The low five percent.
 - (1) Let them know they are there - send them a letter - right now.

(2) They only keep their records for two years so you have to move out quickly while last year's records are still in the file in order to get a second shot at them this year.

e. Should there be a mandatory review of a man's record when he first becomes eligible for retirement?

f. Clearly a promotion flow plan is needed.

g. The NOC promotion system is apparently different than the others. What is it like?

4. Spot Reports:

a. Unnecessary staffing is making them a real headache.

b. Send for some spot report writers from time to time.

5. Propriety - issue a statement on this?

6. Rehired annuitants:

a. Special skills are all right. There must be some way of ascertaining that the annuitants in fact have a special skill.

b. Some people have actually been dismissed and then rehired as annuitants.

c. There must be some way of disciplining those who demonstrate poor tradecraft or professionalism overseas.